



LGBTQ LANGUAGE

HANDOUTS AND RESOURCES

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(Gender) Identity (this is who I am):

GSM- Gender, Sexual Minority- A term used to refer to LGBTQ folks, being that lesbians, gay men, and bisexual are sexual minorities in society and transgender folks are a gender minority. This term can be used interchangeably with LGBTQ.

Cisgender – Someone whom identifies in a way aligning with their biological sex at birth (this is the majority population).

Transgender – Someone whom identifies differently from their biological sex at birth (this person may or may NOT wish to take medical steps to change their bodies to “match” their identity); suggested practice: always refer to people by their PGP and/or as the gender they identify, regardless of biological genitals/expression.

- i) **Transphobia-** Irrational fear or hatred of, violence, harassment or discrimination perpetrated against transgender people
- ii) **Transition-** The process through which transgender people begin to live as the gender with which they identify, rather than the one typically associated with their sex assigned at birth.
 - (a) **Social-** may include things such as changing names, pronouns, hairstyle, and clothing
 - (b) **Medical-** may include medical components like hormone therapy and gender affirming surgeries.

! Not all transgender individuals seek medical care as part of their transition or have access to such care. The decision about which steps to take as part of one’s transition is a deeply personal and private choice. You should never ask someone if they have had any medical procedures, and you should respect the privacy of a student’s transition process.

Gender Expansive- Refers to a wider, more flexible range of gender identities or expressions than those typically associated with the binary gender system

Gender Neutral/Gender Queer/A-gender/ (trans) non-binary – Someone to whom the gender binary is often referred to as a societal creation with which they do not agree, “fit” and will not conform to. This person may or may not prefer to be addressed by no gender pronoun at all, rather gender neutral pronouns such as “them/they” in a singular context; suggested practice: if this is difficult for you, try to refrain from using pronouns at all and refer to the person by name alone.

Two-Spirit/Third Gender – Culturally appropriate terms to what many in Western culture may refer to as Transgender; A person that can embody both male and female roles in the tribe (two-spirit).

Intersex- Please, understand that even a person born intersex (this is a biological sex), will most likely have an identity other than intersex. This is a person born with both or pieces of both biological genitals’, this is not their identity in most cases.

Gender Identity is ALWAYS SELF IDENTIFIED (no one can tell YOU how YOU identify, regardless of assumptions or biological sex), these terms are always changing and are delicate to each individual

Gender Binary- A social system that constructs gender according to two discrete and opposite categories — male or female.

Gender Spectrum- An understanding of gender as encompassing a wide range of identities and expressions.

Gender Dysphoria- An intense and persistent discomfort with the primary and secondary sex characteristics of one's assigned birth sex. Affirming and supporting a person's gender identity can help to significantly decrease their dysphoria. Conversely, rejecting or requiring a person to conceal their gender identity will exacerbate their level of dysphoria.

Orientation (this is who I am attracted to):

Heterosexual- a self-identified MALE or FEMALE that is attracted to a MALE or FEMALE of the opposite identified sex.

Homosexual- A self-identified person that is attracted to those of the same identified gender.

Bisexual- a self-identified MALE or FEMALE that is attracted to both self-identified MEN and WOMEN.

A-Sexual – A person who does base their relationships on sexual attraction, there are those that identify as romantic and those that identify as a-romantic.

Pan/Omnisexual- This is a person whom is attracted to all variations of gender identity, this includes transgender, intersex people, male, female, gender queer, etc...

Expression (this is how I show myself to you):

“Traditionally Masculine” – Meets society's pre-set of what a man “should” look like: wears men's clothing, cologne as opposed to perfume, men's shoes, other traditionally labeled “men's” things.

“Traditionally Feminine” –Meets society's traditional preset of what a woman “should” look like: wears women's clothing, perfume instead of cologne, women's shoes, and other traditionally labeled “women's” things.

Non-Conforming –Someone whom appears in their expression, opposite or “different” from society's preset expectations of their gender, I.E. a self-identified woman that wears men's clothing, cologne, etc... and vise-versa. Often times gender neutral/queer/fluid may be labeled as non-conforming but it is important to remember that if they do identify to a gender or believe in the binary, their expression cannot necessarily be mapped here.

Androgynous –This is someone whose dress and other aspects of their expression may be someone what traditionally masculine and somewhat traditionally feminine at the same time, I.E. a self-identified woman that wears women's clothing but never overtly feminine, maybe has short hair, etc...think, Ellen DeGeneres.

Queer/Non-Binary/Fluid- Queer is a blanket statement that can be applied to gender identity, orientation, and expression, meaning that, they do not have the desire to specify but they are sharing with you their closeness to the LGBTQ community.

Non-Binary for expression is the same as a non-binary identity, this is someone whom does not wish to conform to society's idea that there are only two genders and they will frequently “mix and match” traditional forms of expression to fit them best in any way they see fit.

Fluid- This is someone whose expression may shift between traditionally masculine and traditionally feminine, to include all those “in-between” on the spectrum.

PGP:

Preferred Gender Pronoun: This is how a person cares to be referenced as far as gender pronouns. For example, “My name is Ami, I identify as a female (regardless of biological sex), and so my PGO is SHE or HER.” People whom identify as non-binary or neutral may ask to not use a pronoun at all, and that is their PGP.

RESOURCES:

- Ami Davis, Reach Out West End 760-365-7130, ami@we-reachout.org, 7255 Joshua Lane Suite C, Yucca Valley CA 92284
- Queer Resource Center of the Claremont Colleges
- The 2013 GLSEN School Climate Report can be found at: glsen.org/nscs
- <http://www.bullyingstatistics.org/content/gay-bullying-statistics.html>
- http://www.makebeatsnotbeatdowns.org/facts_new.html
- <http://www.nyaamerica.org/2010/11/07/gay-bullyin/>
- <http://youroutsource.org/outstats/bullying.html>
- <http://antibullyingprograms.org/Statistics.html>
- Activities: Washington State Univ. Emily Williams

VIDEO: “TO THIS DAY” SHANE KOYCZAN; Poem and voice can be found at: www.tothisdayproject.com

SOME THINGS TO KEEP IN MIND:

- **NO ONE IS PERFECT, your efforts to learn and act appropriately are appreciated. Do not feel discouraged if some of this is difficult for you. The key is to try and to ask questions if needed.**
- Try to be aware of the messages around you surrounding the topic of LGBTQ people, and realize that what you see/hear is also what they see/hear.
- If you wish to serve this community and feel equipped to appropriately do so, you can let that be known subtly by placing an Ally Symbol in your work space. (examples of Ally Symbols include: an HRC symbol, Equality, Diversity posters, Rainbow Flag, and more!)
- If you are faced with a situation you are uncertain about, that is OK, there are people ready and willing to help. Attending the LGBTQ Sub-Committee meetings every 4th Thursday of the month at 303 E. Vanderbilt Way, San Bernardino from 1230-130pm can help you meet these people.
- Taking the time to ask appropriate PGP and other identifying factors can greatly increase the quality of your relationship with LGBTQ folks.
- In the past this community has faced much discrimination and hard ship, especially with providers, so there can be an amount of distrust already “embedded” in them, this is not personal and only takes a small effort to overcome.

CONGRATULATIONS FOR TAKING THIS STEP IN THE JOURNEY TOWARD BETTER UNDERSTANDING THE LGBTQ COMMUNITY AND HOW TO BETTER SERVE THEM. YOUR TIME AND EFFORT IS GREATLY APPRECIATED AND RECOGNIZED.

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SEXUAL ORIENTATION

A sexual orientation is whether you feel a sexual attraction to another person or not, and who you are sexually attracted to. Sexual attraction is a desire to have sexual relations with another person and/or vivid sexual fantasies of said person. Sexual attraction should not be confused with aesthetic attraction.

HETEROSEXUAL	HOMOSEXUAL	BISEXUAL	PANSEXUAL	ASEXUAL	DEMISEXUAL	GREYSEXUAL
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Being sexually attracted to a different sex and/or gender

Being sexually attracted to the same sex and/or gender

Being sexually attracted to more than one sex and/or gender

Being sexually attracted to people regardless of sex and/or gender

Does not experience sexual attraction

Only experiences sexual attraction after a strong emotional bond has been established

Only occasionally experiences sexual attraction.

One's sexual and romantic attractions may not align. An asexual is not necessarily aromantic, and a sexual is not necessarily romantic. As well, a person may be heterosexual, but may be homoromantic, because again, sexual and romantic attractions may not be the same.

ROMANTIC ORIENTATION

A romantic orientation is whether you experience romantic attraction to another person or not, and to who you experience romantic attraction to. Romantic attraction is a desire to be close/intimate with another person, but is not necessarily sexual. Romantic orientation is used strongly by asexuals as they do not experience sexual attraction.

HETEROROMANTIC	HOMOROMANTIC	BIROMANTIC	PANROMANTIC	AROMANTIC	DEMIROMANTIC	GREYROMANTIC
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Romantically attracted to a different sex and/or gender

Romantically attracted to the same sex and/or gender

Romantically attracted to more than one sex and/or gender

Romantically attracted to people regardless of sex and/or gender

Does not experience romantic attraction

Only experiences romantic attraction after a strong emotional bond has been established

Only occasionally experiences romantic attraction.



BIOLOGICAL SEX, GENDER IDENTITY, & GENDER EXPRESSION

are three separate characteristics that exist on a spectrum.

BIOLOGICAL SEX

is assigned at birth based on the appearance of a newborn's genitals.

FEMALE

INTERSEX

MALE

GENDER IDENTITY

is psychological and has to do with how a person views him- or herself.

WOMAN

NEUTRAL or GENDERQUEER

MAN

or
GENDER-FLUID

Gender-fluid people transition between gender identities based on situational cues and context.

GENDER EXPRESSION

has to do with how a person chooses to express him- or herself as masculine or feminine.

FEMININE

ANDROGYNOUS or NEUTRAL

MASCULINE

HOW DOES IT ALL FIT TOGETHER?

GENDER EXPRESSION

Gender expression has to do with how a person expresses him- or herself as masculine or feminine through clothing and behavior.

GENDER IDENTITY

Gender identity is a psychological trait. The gender that a person feels like he or she is, regardless of his or her anatomy or behavior, is a person's gender identity.

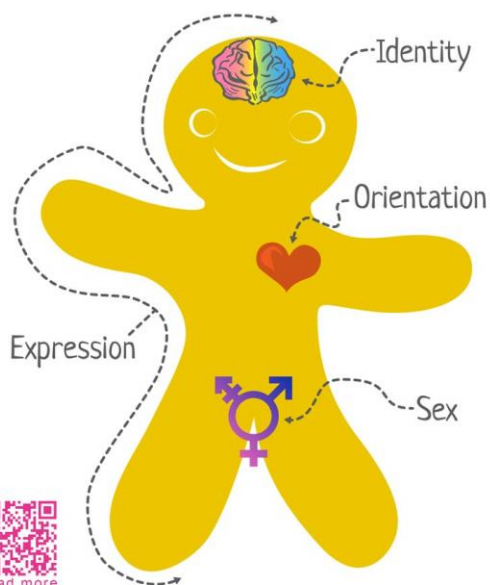
BIOLOGICAL SEX

Biological sex is assigned at birth by doctors based on the appearance of the genitals of the newborn.

GET
EDUCATED.
**END
DISCRIMINATION
NOW!**

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity
Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression
Feminine Androgynous Masculine

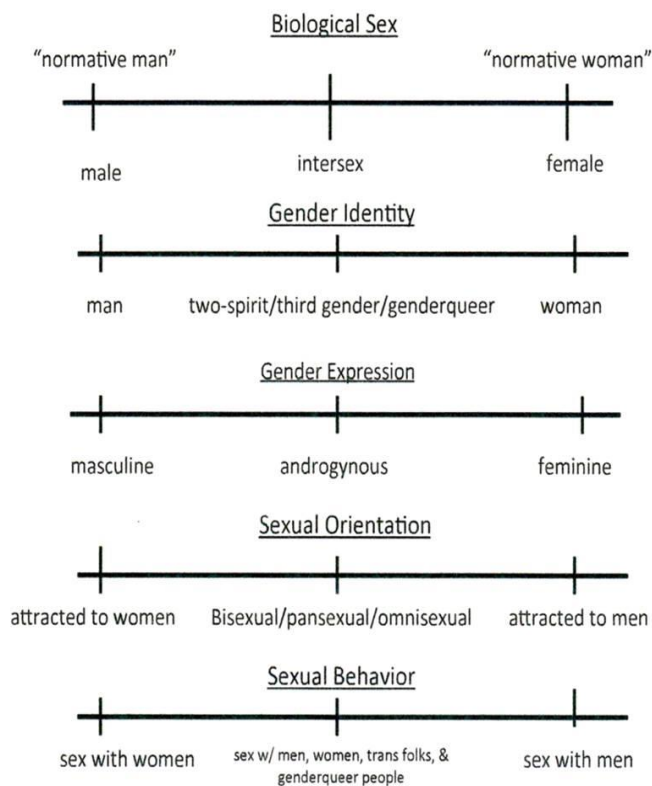
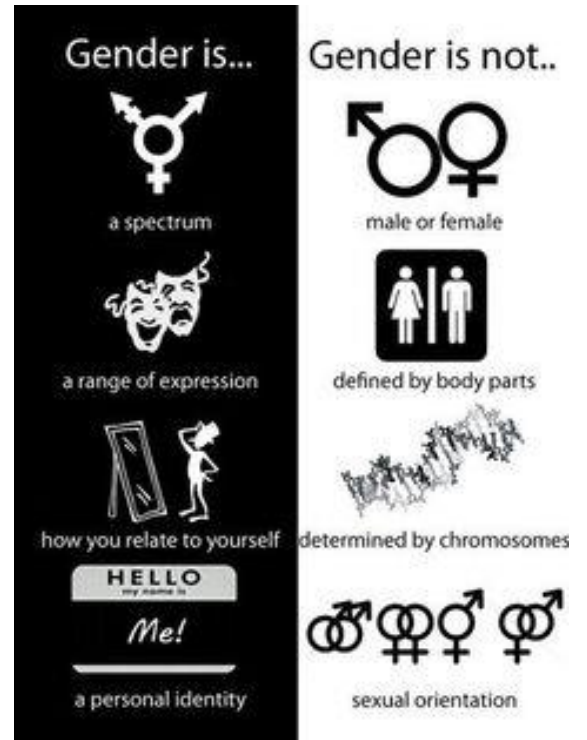
Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex
Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation
Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



Sex, Gender, Sexuality Diagram